

Physician Recruiting And ACOs

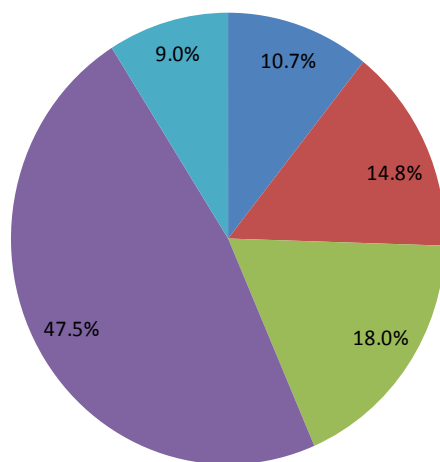


2012 Survey of Healthcare & Hospital Executives

How will physician recruiting processes adapt to the emerging health-care model of Accountable Care Organizations?

The Medicus Firm, a national physician search firm, surveyed hospital executives involved in physician recruiting, to determine their plans for ACO involvement, if any, and their projections regarding the extent to which the ACO model is impacting physician recruiting plans, goals, and initiatives at their respective facilities.

Is your facility currently affiliated with an ACO (Accountable Care Organization)? (i.e. some form of a Medicare shared-savings program, with formal population management, and accountable care.)



- Yes- we have finalized an agreement and consider ourselves an ACO or part of an ACO.
- We have started the process of joining or becoming an ACO but have not finalized it.
- We plan to become / join an ACO but have not started the process.
- No- We have no plans to become or join an ACO.
- What's an ACO?

5 Ways ACOs will Impact Physician Recruiting according to survey responses.

- **Physician recruiting will become "more difficult"** and challenging with an ACO model, 35% of respondents predict.
- **Volume of recruits will increase, say 48%.** Particularly in primary care doctors (56%), and non-physician providers (80%).
- **Employers will seek different traits in physician candidates.** An overwhelming majority of respondents report seeking more team-oriented doctors who are more motivated by quality incentives to practice as part of an ACO.
- **Base compensation and incentive models will change to be more quality-focused.**
- **Physician earnings will be impacted, to varying degrees.** Some physicians will earn more, while some may earn less under ACO compensation models, due to new quality incentives.

Accountable Care Organizations Will Change Hiring Needs, Create New Trends in Physician Recruiting



The growing trend towards Accountable Care Organizations (ACO) will prompt a number of changes in how healthcare organizations recruit physicians and non-physician providers, according to the overall survey results.

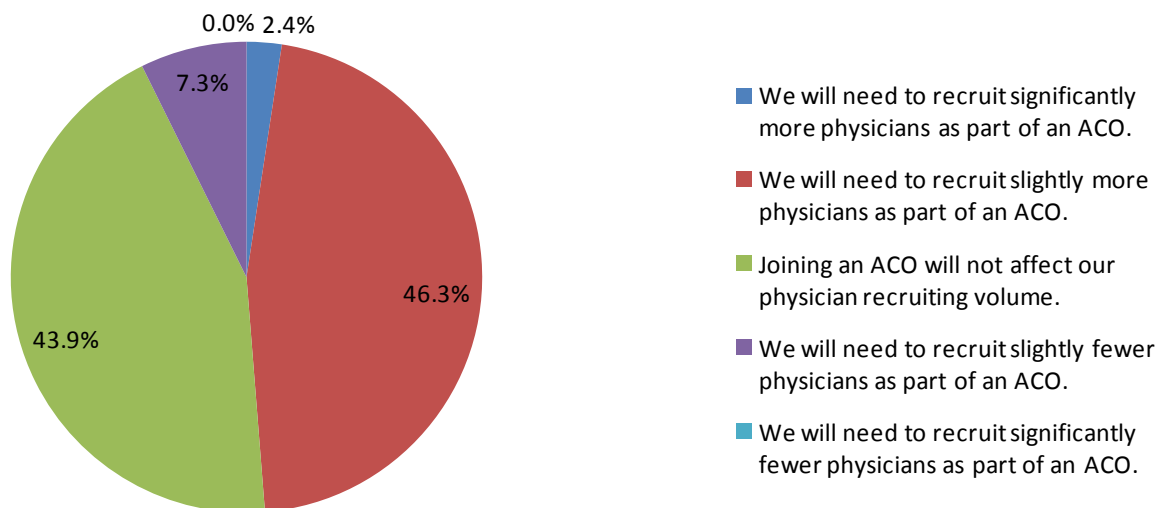
“A number of healthcare executives from some of systems that are making, or have made, the transition to an ACO have indicated that they are adapting their recruitment plans, strategies, and goals to meet the needs of the ACO model of healthcare delivery,” states Jim Stone, President of The Medicus Firm, and president-elect of the National Association of Physician Recruiters (NAPR).

Of the 244 participating hospital and healthcare hiring executives, 57 percent indicated they have no plans to become an ACO to their knowledge. Therefore, the remaining results reported are based on the survey responses of the other 43 percent who have either completed the process of joining an ACO, started the process, or are planning to join or become an ACO.

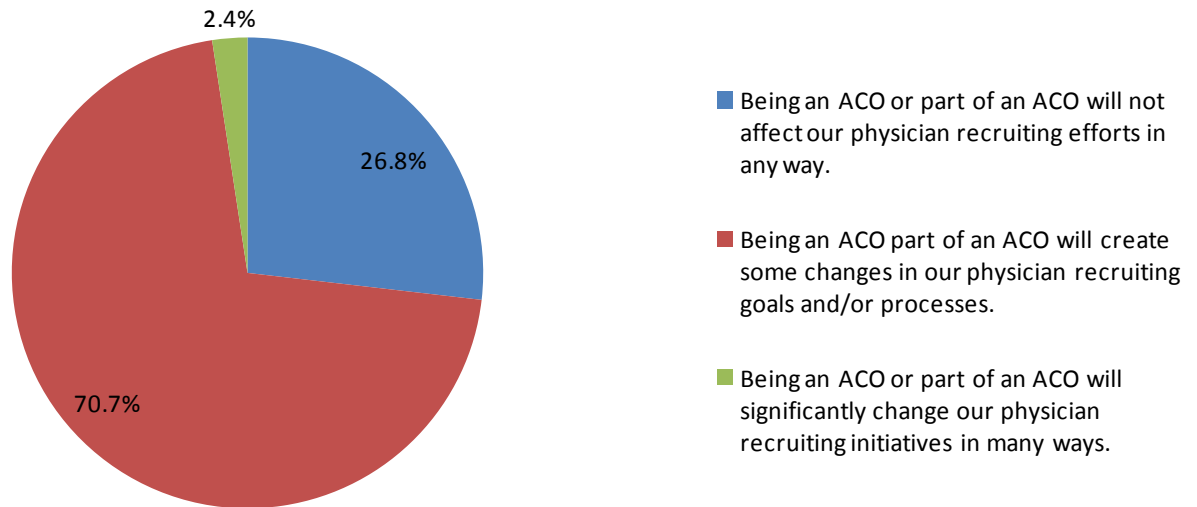
2012 Survey Results

All answers are represented in percentages.

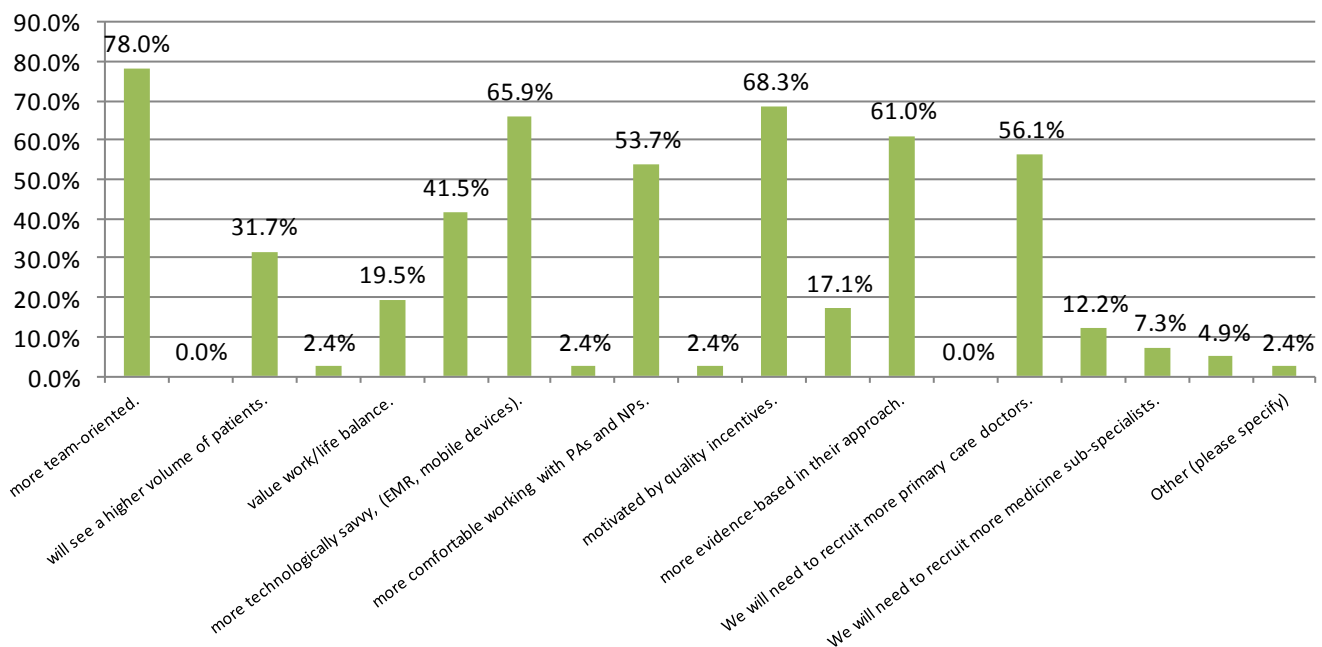
Q1. If (or when) your organization becomes part of an ACO, how do you think it will affect your physician recruiting goals and volume of physicians recruited? Choose the one that you think is most likely to occur.



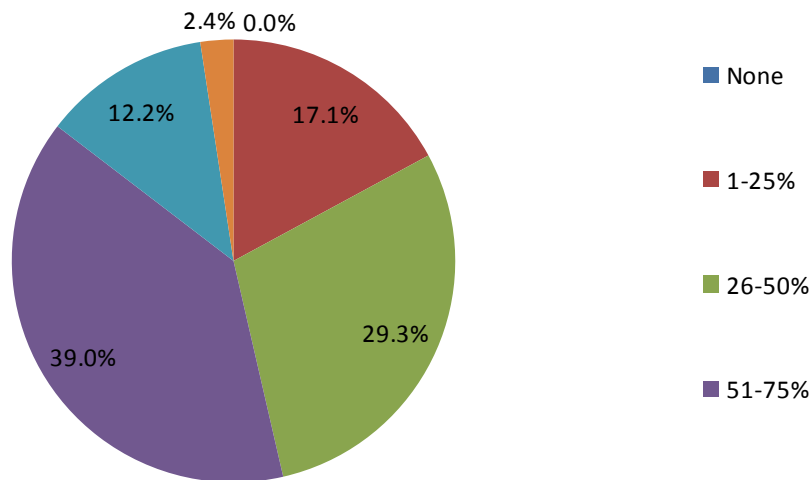
Q2. If or when your organization begins operating as an ACO, will it affect your physician recruiting goals or processes in any way? (e.g. specialties recruited, volume of recruits, qualifications/types of physicians you'll target, etc.)



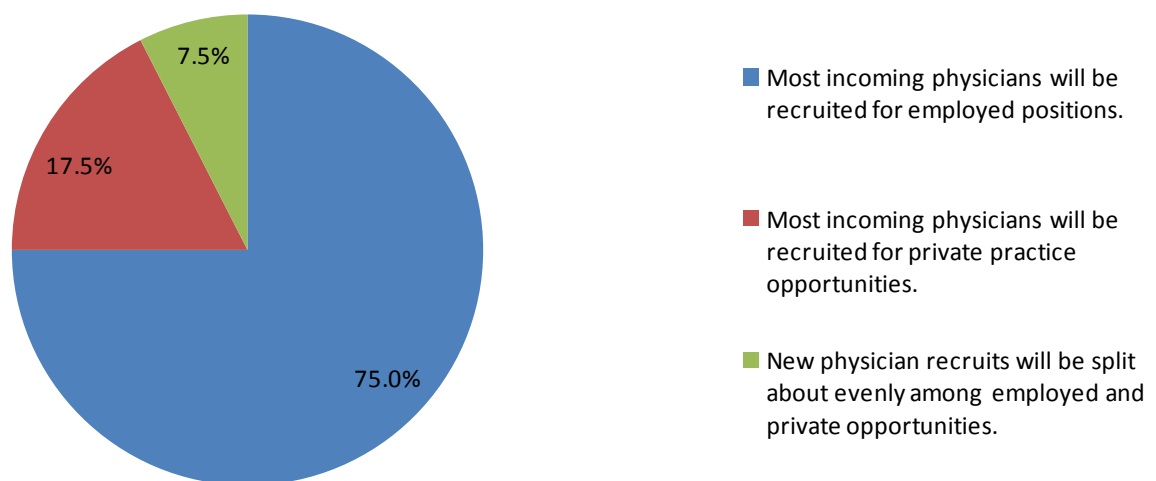
Q3. How will being part of an ACO affect the type of physicians you recruit? As an ACO, you will need to hire physicians who...



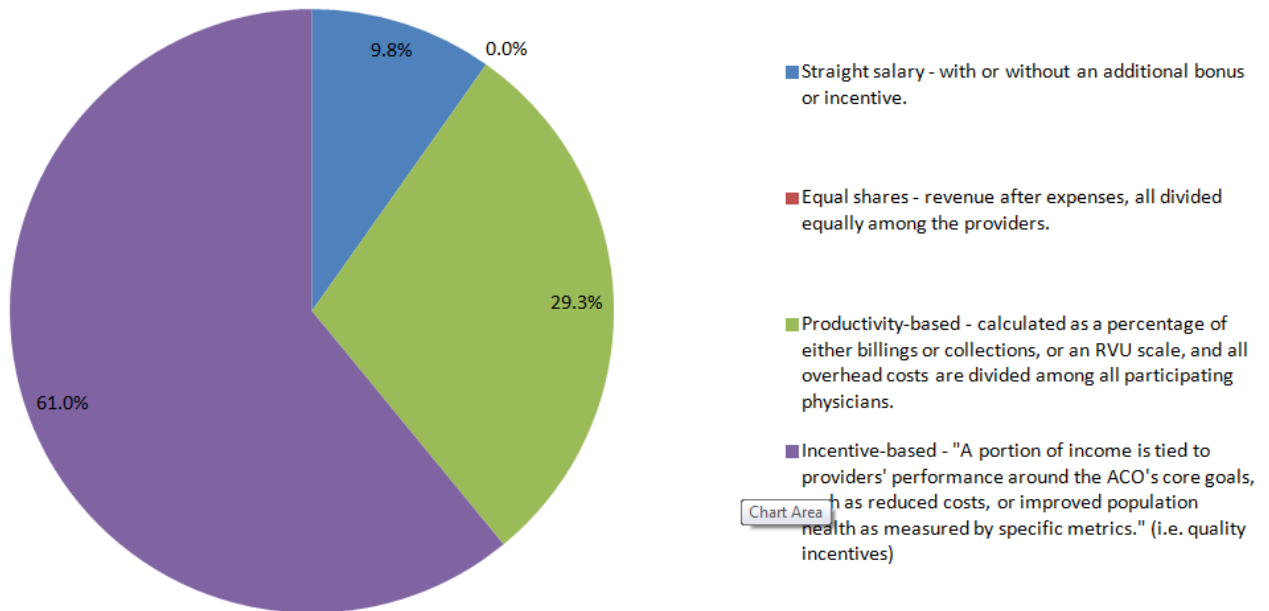
Q4. Based on your responses above, how much of your current physician workforce would you say matches the above description of the type of physician you will need to recruit moving forward as an ACO?



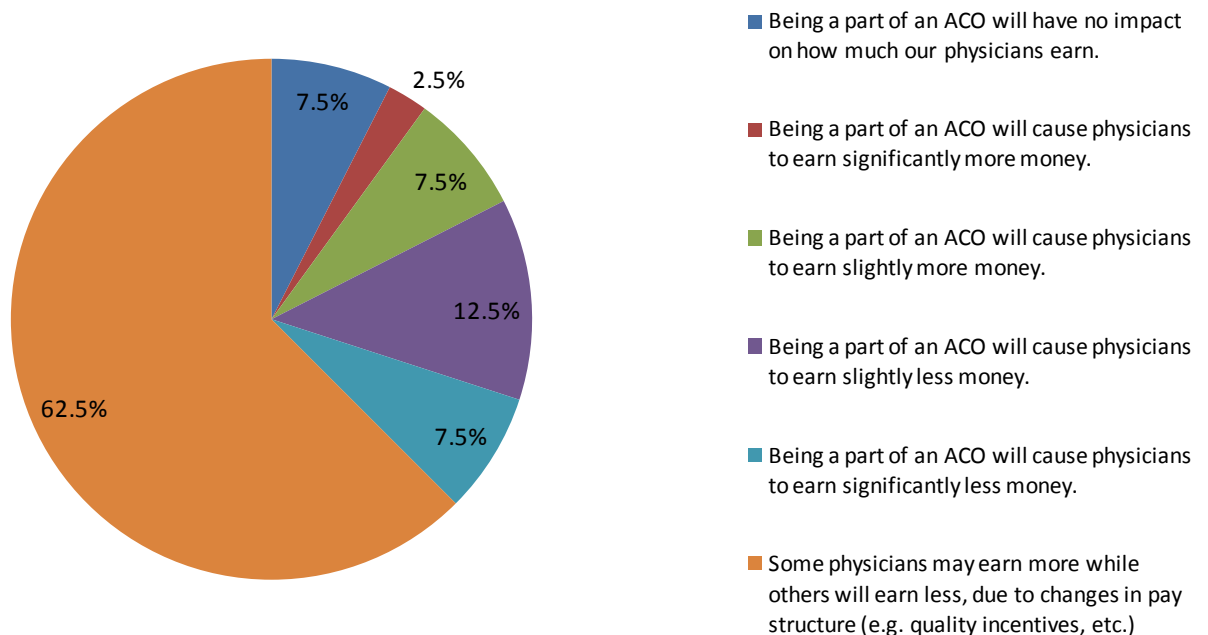
Q5. Do you think your facility will bring more physicians in on an employed model or a private practice model as you hire physicians now that you are, or once you are, an ACO or part of an ACO?



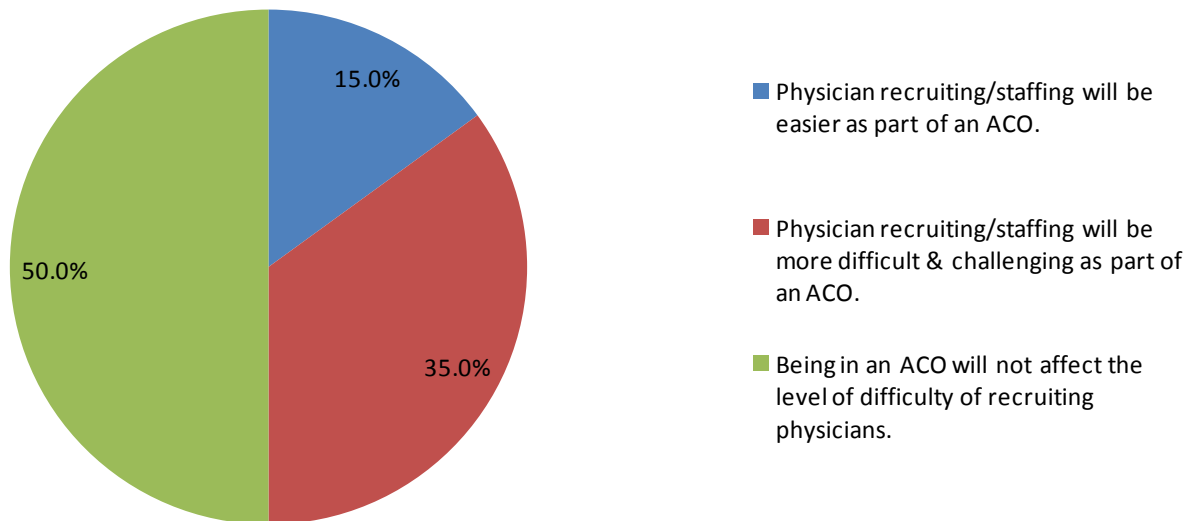
Q6. What type of compensation plan below most closely describes the compensation structure you plan to offer to physicians? Below are 4 compensation options for ACO physicians as outlined in a report from the Commonwealth Fund and outlined on Becker's Hospital Review.



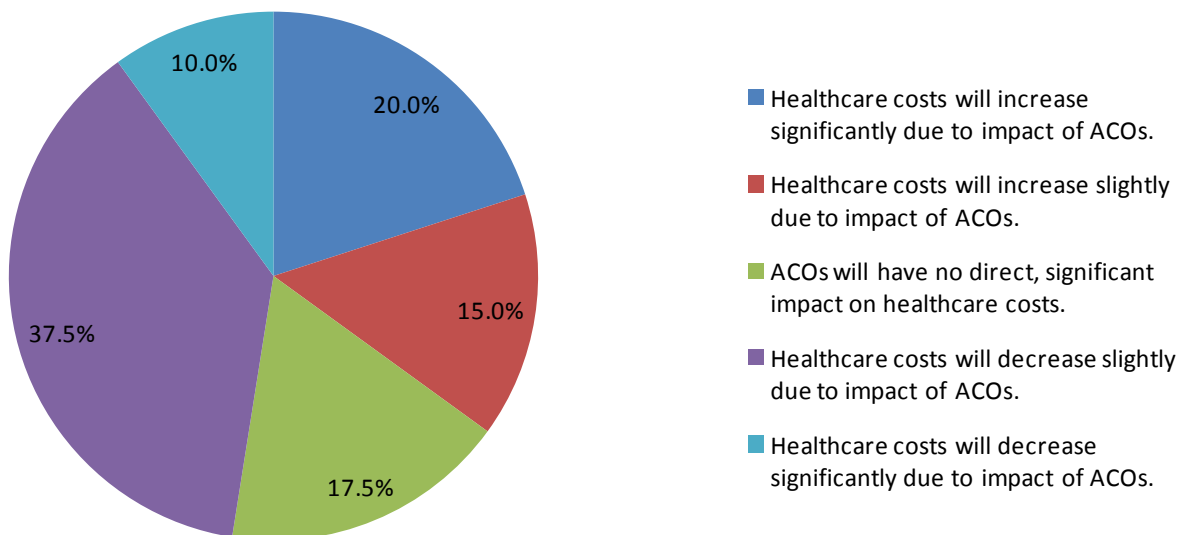
Q7. How do you expect your ACO affiliation to impact physician income in the near future? (Within the next 5 years)



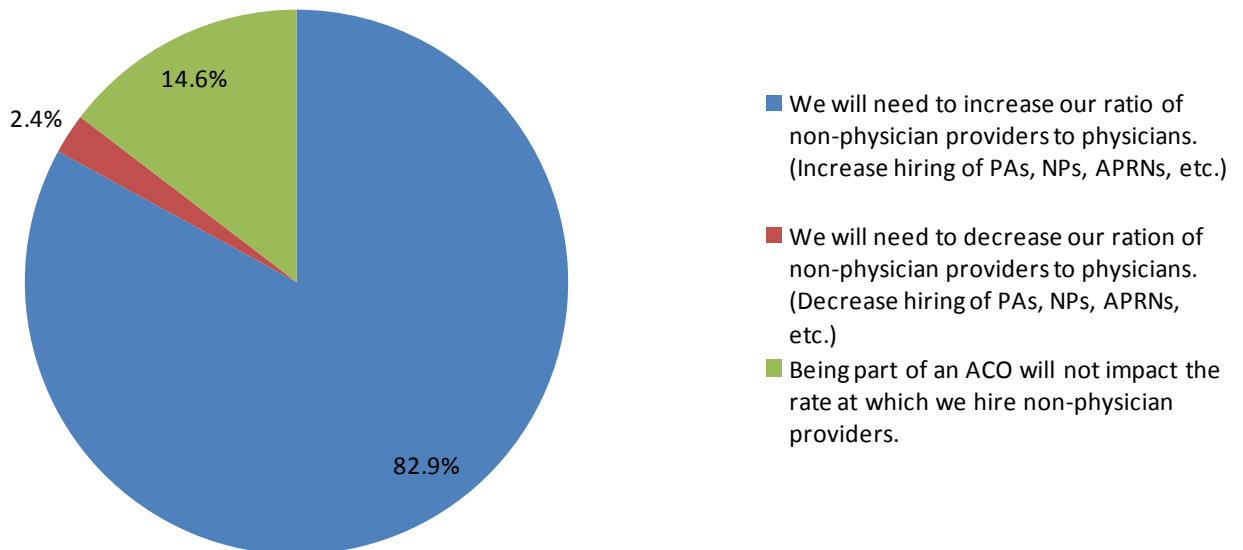
Q8. Do you think that being part of an ACO will help with physician staffing or will it make staffing and recruiting physicians more difficult and challenging?



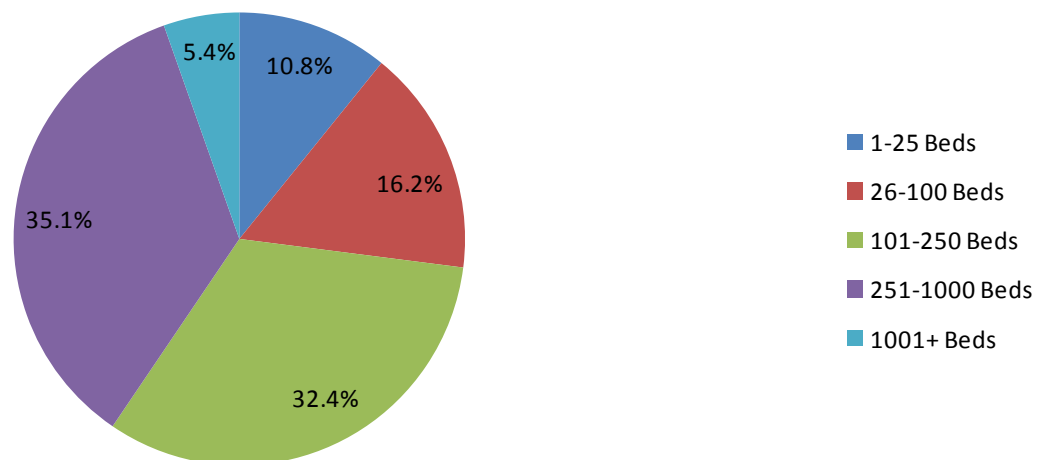
Q9. How do you think the cost of healthcare delivery will be affected by the ACO movement?



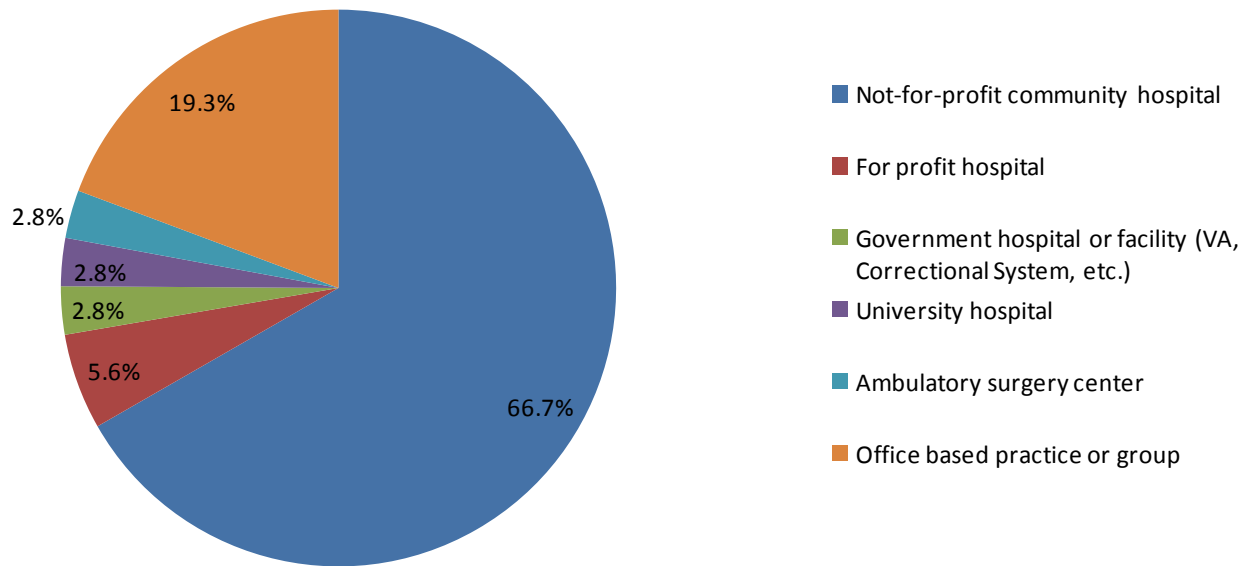
Q 10. How will your hiring and recruitment of non-physician providers be affected by operating as part of an ACO?



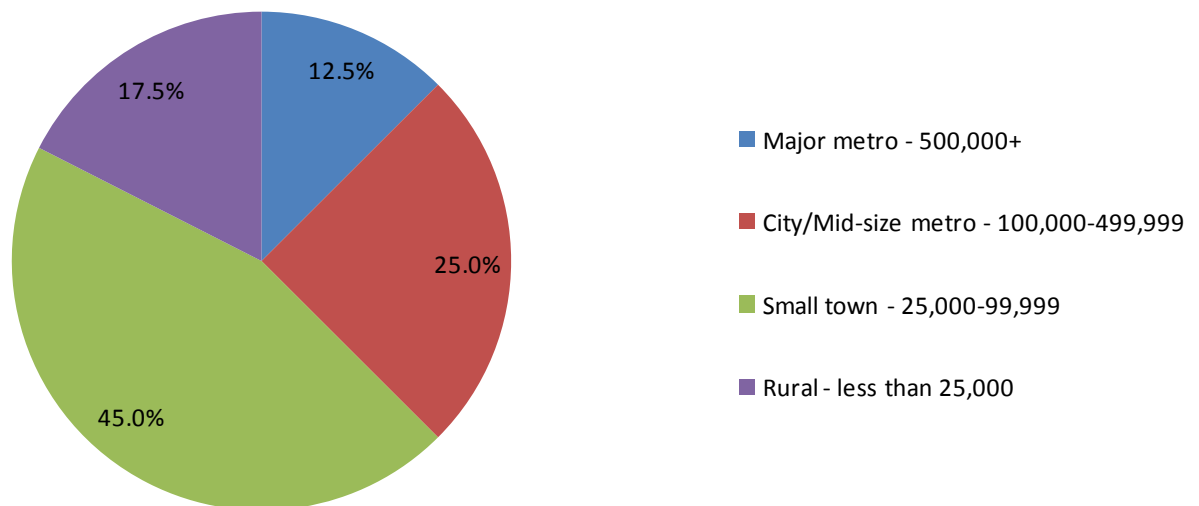
Q 11. What is the size of the medical facility to which you recruit? (If you recruit office-based physicians, select the size of the size of the facility to which your physicians have admitting privileges.)



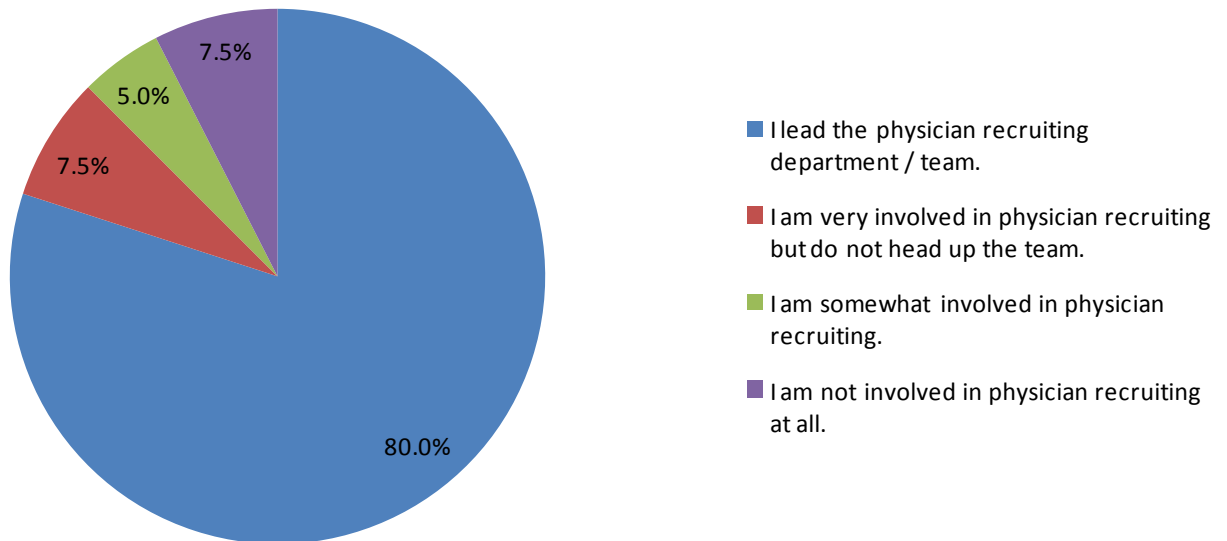
Q 12. Which of the following best describes the facility to which you recruit?



Q 13. Which of the following best describes the area in which your facility/group is located?



Q 14. How involved are you in the physician recruiting at your organization?



About The Medicus Firm:

Since 2001, The Medicus Firm has partnered with hospitals and physician groups across the United States to help them bridge the gap in filling physician recruitment needs.

The Medicus Firm is built around 25 recruiters with a combined tenure of 235 years spent recruiting physicians. We believe our average tenure of over 9.5 years per recruiter, and our experience gained in a wide variety of locations and settings from rural to metro, academic to private practice or employed, gives TMF the most knowledgeable, effective recruitment team in our industry.

From offices in Dallas, TX and Atlanta, GA, more than 70 employees are solely focused on our clients' success in recruiting full-time physicians, nurse practitioners, physician assistants and CRNAs.

The Medicus Firm is a proud and active member of the NAPR, serving on its board of directors, ethics committee, vendor services committee, and education committee.